



Meeting the Needs of Special Populations Students

Engaging and Supporting All Students in Learning

	Beginning	Emerging	Applying	Integrating	Innovating
Ensuring that all students are provided appropriate learning opportunities	Is developing an understanding of a variety of learning differences.	Demonstrates the understanding of the impact of learning differences in all students, including special education students and students at risk as well as those who are gifted and talented, by using some appropriate instructional strategies.	Demonstrates understanding of the impact of and provides the instructional strategies appropriate to the learning needs of special populations students.	Consistently uses methods for ensuring individual academic success. Ongoing adaptations to curriculum while instructing.	Consistently uses methods for ensuring individual academic success with all students. Uses research-supported methods for academic and non-academic instruction of students.

Creating and Maintaining an Effective Environment for Student Learning

	Beginning	Emerging	Applying	Integrating	Innovating
Establishing a classroom environment that promotes social development, integration and responsibility for special populations	Displays limited skill in managing student behavior.	Values and uses forms of positive behavior management in addressing student behavior. Seeks to understand the antecedents of student behavior.	Displays skill in addressing student misbehavior, develops or assists with development of appropriate positive behavioral support. Plans for students based on functional analysis of student behavior.	Promotes positive student behavior via a classwide behavior management system and individualized behavioral support plans. Adjusts the plans, as needed, to encourage student success.	Maintains positive, inclusive climate while developing responsibility and independence in all students.

Understanding and Organizing Subject Matter for Student Learning

	Beginning	Emerging	Applying	Integrating	Innovating
Making subject matter accessible to all students	Demonstrates some knowledge of IEP goals and content standards.	Identifies individuals within the school community who are responsible for IEPs.	Coordinates and collaborates with other professionals for the implementation of IEP goals	Assists in assessments and the development of IEP goals and objectives. Develops student responsibility.	Participates in team decisions and planning curriculum based upon assessment results.

Developing as a Professional Educator

	Beginning	Emerging	Applying	Integrating	Innovating
Demonstrating knowledge of relevant statutory requirements and/or local provisions for special populations	Attends IEP meetings.	Participates and contributes to IEP meetings. Knows local provisions for gifted and talented students.	Differentiates instruction based on student need. Implements IEP goals and objectives.	Collaborates and cooperates with appropriate staff members to develop and implement programs and individual goals for special populations.	Demonstrates leadership and creativity in program development for special populations. Shares knowledge with colleagues through professional development activities.
Working effectively with instructional support staff	Develops positive working relationship with support staff.	Meets with support staff on a regular basis to discuss classroom procedures, student needs, and assigned duties.	Meets with support staff on a regular basis to share ideas about how to support student learning, use effective communication and strategies and implement IEP goals.	Collaborates with support staff on a regular basis to improve student achievement and effectively handle differences of opinion. Provides accurate feedback to site and/or district administrators to enhance professional growth of support staff.	Provides opportunities for support staff to collaborate with other professionals in supporting student learning. Implements conflict resolution strategies and provides training appropriate to the professional growth of the support staff.